

**U.S. Embassy Kabul  
Human Resources Office**

**VACANCY ANNOUNCEMENT: POLITICAL ASSISTANT (FSN-8)**

Announcement Number: 11-159

**OPEN TO:** All Interested Candidates

**POSITION:** Political Assistant (FSN-08)  
Position is based in Jalrez, Wardak Province

**OPENING DATE:** December 01, 2011

**CLOSING DATE:** December 08, 2011

**WORK HOURS:** Full-time, 40 hours/week

**NOTE:** The duty position will be served under austere conditions with limited comforts. Individual will participate in both mounted and dismounted patrols. The possibility of hostile fire, both direct and indirect exists, as well as the potential exposure to IEDs. Movement over rough terrain for distances up to 8 km or more on foot is possible. Movement by aircraft is common. Movement outside the ISAF base is frequent. Individual may be required to wear body armor and carry additional personal gear for extended periods of time in varied weather conditions, from extreme heat to extreme cold.

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**NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.**

The U.S. Embassy in Kabul is seeking an individual for the position of Political Assistant in the U.S. Chief of Mission Team based in Jawlrez, Wardak Province, Afghanistan.

**BASIC FUNCTION OF POSITION:**

Incumbent will serve as a political assistant for District Support Team (DST) Jawlrez. Develop and maintain contacts with appropriate Afghan government officials, NGO experts, and civil society representatives related to the work of the DST. Identify key figures and assist officers in establishing new relationships. Provide oral and written updates and analysis to the DST on elections, sub-national governance policy, domestic politics, military structure, and foreign relations, Flag important events reported in local media relevant to the DST. Assist with preparations for visits to the provinces and districts. Set up appointments for officers and interpret at meetings as needed. Translate documents as needed. Maintain a current, comprehensive list of contacts in the US community, other embassies, the independent Directorate of Local Governance, other Afghan ministries and ISAF/NATO.

**QUALIFICATIONS REQUIRED**

**NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.**

**Education:** Completion of Secondary (high) School is required.

**Experience:** Two years political related experience with western Embassies, ISAF, UN organizations or international NGOs, foreign affairs offices, or as an official English language interpreter/translator or liaison for U.S. or Afghan government offices is required.

**Language: Language:** Level IV (Fluent) speaking/Reading English and Pashtu; Level III (Good Working Knowledge) Speaking/Reading Dari is required.

**Knowledge:** Must have in depth knowledge of Afghan government and politics in eastern Afghanistan and a thorough knowledge of American office practices and standards.

**Abilities and Skills:** Must be able to analyze and interpret political development, develop and maintain professional relationships with a variety of Afghan and international officials. Must have the ability to draft concise professional reports in English, interpret in meetings and translate documents.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. The candidate must be able to obtain and hold a (Insert appropriate level) security clearance.

## **HOW TO APPLY**

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff (DS-174). Candidates may also send a current resumé or curriculum vitae in addition to the Form DS-174, but in all cases, the DS-174 must be submitted in order for the candidate to receive consideration for this vacancy. The DS-174 form is available on the U.S. Embassy website <http://kabul.usembassy.gov>
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
3. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

## **SUBMIT APPLICATION TO**

Human Resources Office, U.S. Embassy Kabul

**Applications should be submitted through e-mail to this address: [kabuljobs@state.gov](mailto:kabuljobs@state.gov)**

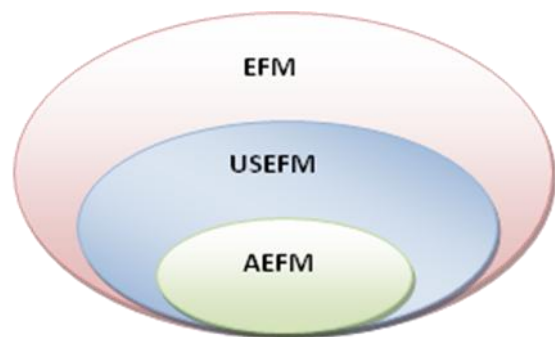
Subject line must be: **(Political Assistant VA 11-159)** or your application may not be considered.

**CLOSING DATE FOR THIS POSITION:** (December 08, 2011)

The U.S. Mission in (insert post) provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

**Appendix A**  
**DEFINITIONS**



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. Eligible Family Member (EFM): An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in 3 FAM 1610);
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. U.S. Citizen Eligible Family Member (USEFM): For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. Appointment Eligible Family Member (AEFM): EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. Member of Household (MOH): An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. Ordinarily Resident (OR) – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

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**DISTRIBUTION:** All Section Heads, FSN Bulletin Board, UN Agencies, International NGOs,

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